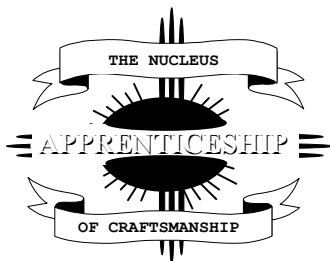




STANDARDS OF APPRENTICESHIP
adopted by

PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS LOCAL #86
APPRENTICESHIP COMMITTEE

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
IRONWORKER		801.361-014	8000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

JULY 8, 1953

Initial Approval

By: LAFRANK NEWELL

Chairman of Council

APRIL 20, 2001

Addendum Amended

By: PATRICK WOODS

Secretary of Council

JANUARY 17, 2003

Committee Amended

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NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE GROUP
JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

These Standards have been developed by representatives of Northwest Ironworkers Employers Association, and representatives of Ironworkers District Council of the Pacific Northwest, assisted by the Washington State Apprenticeship and Training Council.

1. GEOGRAPHICAL AREA COVERED:

The area covered by these Standards shall be as follows: Pierce, Thurston, Mason, Pacific, Grays Harbor, King, Kittitas, Jefferson, Kitsap, Yakima, Clallam, Whatcom, Skagit, San Juan, Snohomish, Island and Chelan Counties, and all projects which span the Columbia River from a point where the river leaves Okanogan County to a point where the river enters Benton County.

2. MINIMUM QUALIFICATIONS:

Age: Minimum 18 years.
Education: High school graduate or GED equivalent preferred.
Physical: Must be able to perform the rigorous manual labor required by the trade and have a natural ability to work safely at high elevations with a good sense of balance.
Testing: N/A
Other: Must be able to read, write, and speak the English Language.

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT
OPPORTUNITY PLAN:

A. Selection Procedures:

1. Apprenticeship applications will be accepted year round, one day per week. Applicants must fill out an application in person at the office of the Apprenticeship Coordinator.
2. Each applicant must provide the Apprenticeship Committee with a copy of a birth certificate or other proof of age to the satisfaction of the Committee; transcript of school records and grades; proof of a valid driver's license and social security card; past employee references and military discharge, if applicable
3. Person who meet the basic entrance requirements set forth in the minimum qualifications shall attend a 20-hour orientation to the trade.
4. The Apprenticeship Committee or authorized agent shall select persons based on their (a) prior constructions work experience or work experience in other industries or work operations similar to work operations in the

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ironworkers trade; (b) particular skills or training already possessed by the applicant; (c) general work history; and (d) rating in 20-hour orientation.

5. Applicants with previous experience shall supply the Apprenticeship Committee such records that will substantiate advance standing under this program. The amount of credit granted for previous work experience shall be determined by the Apprenticeship Committee after careful review of the merits of each individual case.
6. Periodically, applications will be reviewed and scored by the Committee or their authorized agent. Qualified applicants shall be placed on a list of eligibles. New applicants will be slotted into the existing eligibility list according to the score received on their application.
7. Selection of all qualified applicants shall be in descending order of ranking.
8. Applicants may improve their standing on the eligibility list by providing additional proof of continuing education and/or work experience while on the list.

B. Affirmative Action Plan:

1. Participate in workshops, designed to familiarize potential applicants with the Ironworker's Apprenticeship Program and current job opportunities.
2. Disseminate information by brochure, letters to minority organizations. Speak to organizations whose purpose is to present opportunities to minorities and women.
3. Engage in OUTREACH or other such programs, designed to recruit, pre-qualify and place minorities and women (minority and non-minority) in apprenticeship, such as ANEW, NOW or other non-traditional employment programs.
4. Use Coordinator, Instructor and office staff to promote affirmative action program.
5. Selection from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and non-minority) and minorities.

4. TERM OF APPRENTICESHIP:

Not less than four (4) years and a minimum of 8000 hours of reasonably continuous employment in an approved schedule of work experience. For the purpose of

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advancement, the four (4) years shall be divided into eight (8) periods of a minimum of 750 hours and six (6) months each.

5. **PROBATIONARY PERIOD:**

The first 1000 hours of work shall be the probationary period. Employers and journeymen shall carefully observe the actions of the apprentices during this trial period in order to determine the advisability of their continuing in the trade. If the apprentices fail to apply themselves, seem unable or unwilling to adapt themselves to trade conditions, or are otherwise found to be unsuited to the trade, they shall be dropped from the apprenticeship before the expiration of the probationary period

6. **RATIO OF APPRENTICES TO JOURNEYMEN:**

Any employer shall be permitted to employ apprentices on structural, reinforcing, or rigging jobs at the ratio of not less than one (1) apprentice to every six (6) journeymen and shall be permitted to employ apprentices on ornamental jobs at the ratio of not less than one (1) apprentice to every four (4) journeymen, based on the annual average employment of Journeymen-Ironworkers by the particular employer.

7. **WAGE PROGRESSION:**

Apprentices shall be paid on the following percentage basis in accordance with WAC 296-04-270(2)(c):

Apprentices shall be paid the following wage rates as per current negotiated labor agreement, which may be subject to change.

1st	6 months and 750 hours	65%
2nd	6 months and 750 hours	70%
3rd	6 months and 750 hours	75%
4th	6 months and 750 hours	80%
5th	6 months and 750 hours	90%
6th	6 months and 750 hours	90%
7th	6 months and 750 hours	95%
8th	6 months and 750 hours	95%

- A. Pension and annuity contributions are eliminated for all apprentices for the first through second period of apprenticeship. (However, apprentices will receive pension credits for all hours worked.)
- B. No advancements will be allowed without monthly work progress records being current.
- C. Apprentices with current welding certification and who are assigned as welders will be paid the journeyman scale while so employed.

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8. WORK PROCESSES:

During the period of apprenticeship, the apprentice shall receive such instruction and experience in all branches of the trade, including the preparation of materials for installation, as is necessary to develop a practical and skilled mechanic who is versed in the theory and practice of the trade.

The following schedule of work experiences of the trade are submitted as a guide and will be followed as closely as trade conditions will permit, subject to Apprenticeship Committee's ruling.

<u>Ironworker:</u>	<u>DOT #801.361-014</u>	<u>APPROXIMATE HOURS</u>
A. Reinforcing/Post Tensioning:		2500
B. Ornamental and Miscellaneous:.....		2000
C. Structural/Rigging:.....		2500
D. Welding/Burning:		1000
TOTAL HOURS:		8000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade, as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - () A combination of home study and approved correspondence courses
 - (X) Technical college
 - (X) Community college
 - (X) Training trust
 - () Other (specify)
- C. Hours: 204+
- D. Prior to being dispatched to their first job, all apprentices shall attend a minimum 20-hour safety and trade orientation course.
- E. Each apprentice shall attend daytime, Saturday or evening supplemental classes annually. All Apprentices must maintain a grade point average of 75% (C) to qualify for advancement.
- F. An apprentice who is late for class will be required to make up the class hours in a manner acceptable to the Committee. Excessive absenteeism will be cause for disciplinary action, suspension, or cancellation from the program.

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

- A. Any apprentice leaving the jurisdiction of the Seattle Area Ironworkers Apprenticeship Committee to work at the trade without first receiving approval of the Committee will be subject to cancellation.
- B. Each apprentice will purchase the recommended tools at the time indicated by the Coordinator, as authorized by the Apprenticeship Committee.

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- C. Each apprentice will submit a daily work record or employment progress report to the training office at the end of each month.
- D. Apprentices not attending related training and who are not employed shall be available and accept all job referrals offered by them. While employed, all apprentices must be on time and all absences must be excused. Apprentices must not quit or be fired. Any violation of these requirements may result in disciplinary action, suspension, or cancellation.
- E. Apprentices may be moved from employer to employer in order to round out their work experience as required by the Standards.
- F. Substance Abuse Testing: The Apprenticeship Committee shall have the authority to adopt a drug and alcohol testing program in order to ensure that each apprentice can work safely in a drug and alcohol free environment. Each apprentice agrees to be subject to such testing as a condition for maintaining his/her apprenticeship agreement.

11. **COMPOSITION OF COMMITTEE AND ALTERNATES:**

The Apprenticeship Committee approved to administer this program shall be composed of three (3) members representing the employers and three (3) members representing labor.

Members of the Apprenticeship Committee shall be selected by the groups they represent.

The Employer Representatives Shall Be: (Northwest Employers Association)

John Paulsen, Secretary
Corona Steel
1701 Bay St. E.
Tacoma, WA 98421

Kevin Koester
Apex Steel Inc.
16541 Redmond Way Suite C
Redmond, WA 98052

Sheila Farley
Emerald City Erectors
PO Box 58637
Renton, WA 98058

Dennis Jaeger, Alternate
Corona Steel
1701 Bay Street E.
Tacoma, WA 98421

Brian Thomas, Alternate
Baugh Construction
900 Poplar Place South
Seattle, WA 98144

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The Employee Representatives Shall Be:

Steve Pendergrass, Chairman
4550 South 134th Place #102
Tukwila, WA 98168

Don Demulling
4550 South 134th Place #102
Tukwila, WA 98168

T.A. Biggins
4550 South 134th Place #102
Tukwila, WA 98168

David Johnson, Alternate
4550 South 134th Place #102
Tukwila, WA 98168

12. SUBCOMMITTEE: None

13. TRAINING DIRECTOR/COORDINATOR:

Lee Newgent
4550 South 134th Place, Suite 101
Tukwila, WA 98168